

SPEAKING TO DEVELOP LEADERS AND MANAGERS

Enhancing the communicative resources and capability of those responsible for developing leaders and managers in your organisation

THE PROBLEM

Changing demographics are increasing competition for a decreasing pool of managers. At the same time, employees leave managers rather than organisations.

THE CHALLENGE

To provide more specialised and more effective preparation to those responsible for developing quality individuals capable of becoming the organisation's next generation of leaders and managers.

THE SOLUTION

Fresh Insights provides a unique educational program designed to develop the communicative expertise essential to the teaching and mentoring of leaders and managers.

DESIGNED FOR: Middle and junior-level managers responsible for grooming and supporting high performers and potential leaders transitioning to the next level of leadership or management.

THE OUTCOMES

GAIN COMPETITIVE ADVANTAGE

- Develop the capabilities of manager-as-educator
- Understand why Peter Drucker and HBS's Linda Hill consider this a manager's most important role
- Improve organisational performance by developing leadership's least understood function and least utilised resource— the manager-as-educator

BECOME ARTICULATE AT SHARING ROLE KNOWLEDGE

- Develop a suite of communication strategies, resources, and practices for developing leaders and those undertaking role transitions.
- Learn from concrete, real-life examples of educational activities undertaken in the workplace

MAKE WORKPLACE EXPERIENCES COUNT

- Understand the difference between experience and informal learning
- Learn how to help others to harness learning embedded in everyday workplace experiences

SUPPORT LEADERSHIP DISPOSITIONS AND MANAGERIAL HABITS

- Gain specialised communicative expertise in developmental mentoring
- Learn how to assist others develop the dispositions and habits fundamental to leadership



MODULES

Day One:

Communication strategies for articulating role knowledge

AGENDA

- Understand the stages of professional development
- Discover the differences between managing performance and developing role knowledge, and the implications of these differences for communication
- Acquire a toolkit of communication strategies and resources for preparing others undertaking role transitions and stretch assignments
- Learn from real-life interactions recorded during workplace learning situations

Day Two:

Supporting others to learn from experience

- Develop strategies and practices for supporting others to harness the potential for learning from their everyday workplace experiences
- Learn how to help others access tacit, internalised experience as a source for their own development
- Understand how to contribute to leadership development through the support of these different learning activities

WHO SHOULD ATTEND THIS TRAINING?

- Executives and Managers responsible for developing their organisation's pipeline of leaders and managers
- Managers who are genuinely engaged in succession planning

FOLLOW-UP COACHING AVAILABLE ON REQUEST

Coaching consolidates learning as managers apply these developmental approaches and communicative strategies to real-life situations. As leaders and managers develop expertise as they implement these additional practices, coaching is available upon request.

Individual or group coaching available. Please contact Janet for further details.

FACILITATOR, PROGRAM DEVELOPER AND SUBJECT MATTER EXPERT

Dr Janet Brady is an Organisational Linguist specialising in professional communication. Her doctorate research focused on the professional socialisation of managers in a Global 500 company. She is at the leading edge of understanding how informal learning occurs in leadership and management development. Janet has over twenty years consulting, training and coaching experience gained through a wide variety of roles in business intelligence services, personal development and corporate training, and management consulting. She has worked with individuals and groups in both the public and private sectors, in all major industry sectors, and with individuals and groups at all levels. Her work has taken her all over Australia and also to Thailand, Malaysia, The Philippines and New Zealand.